Employing People with Disabilities: Providing Integrated Services through the Workforce Development System

Heartland Pre-Symposium

April 7, 2003

What are we going to talk about?

▸ Background/History of One-Stop Disability Initiative

▸ Role of Partnerships in its Implementation

▸ What's new at the national level:
- Office of Disability Employment Policy
- WIA Reauthorization

BEGAN IN 1994 – One-Stop Grants

➢ GOAL: Ensure that the developing One-Stop System be welcoming to people with disabilities.

➢ More than mere compliance with ADA – WELCOMING!

FOUR-PRONGED STRATEGY

➢ Provide leadership to demonstrate ETA's commitment

➢ Promote new technologies to serve people with disabilities in One-Stops

➢ Provide technical assistance & training

➢ Facilitate collaboration between organizations serving people with disabilities

IMPLEMENTING STRATEGY

➢ NO Issuance: One-Stop Disability Initiative

➢ Joint DOL & RSA Issuances

➢ Co-sponsored Conferences with RSA

➢ Joint Reviews by ETA & RSA

➢ **RECOGNITION: Importance of integrating a disability focus into all ETA ongoing activities.**

Joint Funding Initiatives

- RSA System Building Grants – ETA contributed $3 M

- Joint Funding of Video Remote Interpreting & Captioning Service

- SSA System Building Grants: ETA provided $600,000 for evaluation

- Disability Business Technical Assistance Centers (DBTAC) : $600,000

Learning Disabilities Demo Project

- Informal surveys about their learning preferences
- Formal diagnostic services to address learning disabilities and learning strengths and weaknesses
- Appropriate accommodations to enable participants to be successful in training and while on the job.

Office of Disability Employment Policy

▶ Established in December 2000

▶ Collaborates with DOL agencies to ensure that DOL sponsored programs serve people with disabilities.

▶ Many of ODEP's efforts support development of a One-Stop System that can adequately serve people with disabilities.

ODEP/ONE-STOP PROJECTS

▸ Established One-Stop Customized Employment Projects in 15 sites

▸ Promoted partnerships with employers to provide work-based experience for youth with disabilities

▸ Funded grants that enhance the capacity of WIA youth programs to serve youth with disabilities

New Freedom Initiative

‣ Established February 1, 2001

‣ Comprehensive set of proposals: transportation, education, home ownership, & employment

‣ President's budget provided several million to support the Initiative.

‣ ODEP playing a lead role for employment related activities

ETA's DIVISION OF DISABILITY AND WORKFORCE PROGRAMS

➢Focus on disability issues

➢Policy and program initiatives

➢Products to follow from DDWP. . .

➢But ETA focus is much broader - - disability focus in all we do

One-Stop Toolkit

➢ Web-based disability resource for workforce system

➢ **www.onestoptoolkit.org**

➢ Legislative resources

➢ Regulatory resources

➢ Successful state and local tools

➢ Grantee-developed training materials and other products

Work Incentive Grants

- Disability-focused service enhancement for One-Stop Career System
- 46 grants/$40 M distributed since October 2000
- Awards range from $500,000 to $1 M
  - Public and non-profit organizations
  - Working closely with SWIBS/LWIBS

SSA and Joint Initiatives

➢ Training and Employment Notice 6-02 on Ticket-to-Work and Work Incentive Improvement Act (TWWIIA)

➢ ETA and SSA jointly-funded Disability Program Navigator position

One-Stop Video and Guide

➢One-Stop Universal Access Video

Highlights various accessible technologies

➢One-Stop Guide to Accessibility and Accommodation for Persons with Disabilities

➢On physical and programmatic access per WIA Section 188

Disability Business And Technical Assistance Centers (DBTACs)

➤ Ten Regional DBTACs see: http://wdsc.doleta.gov/disability

➤ TA offered through interagency agreement with Dept. of Ed. on:

  ➤ ADA

  ➤ Other disability laws & regulations

  ➤ Internet-based training tool: "At Your Service"

ETA's Business Relations Group

➢ ETA as broker between workforce system and business/industry

➢ Identify business & industries in high-growth sectors & translate their needs to public workforce system

➢ Partnership for Jobs: 15 national business partners

➢ Educating employer partners on benefits of hiring this population

➢ Directing them to necessary resources

Mystery Shopper Initiative

- In exploratory phase
- Looking at various ways to assess quality in One-Stop system
- Hoping to develop Mystery Shopper program as part of initiative
- ETA examining universal access in One-Stop system
- As such, quality of services to persons w/ disabilities part of mix

OMB Develops Common Measures

▶ Institutes uniform definitions

▶ Common measures for employment & training applies to 31 programs

▶ Expected to implement in 2004

▶ Four Performance Measures for Adults & 4 for Youth

▶ Entered Employment, Retention, Earnings Increase, Efficiency- Adults

WIA Section 188 Disability Checklist

▸ CRC, with aid of ODEP, developed Checklist to track elements of MOA

▸ Checklist will be used to conduct technical assistance reviews

▸ Two-day training on Checklist provided prior to onsite review to assist state

▸ Onsite review focuses on local One-Stop System

▸ Determination made on whether local areas are in compliance: 504 and 188

WIA Reauthorization

▶ Currently 3 versions: House bill, McKeon's, and Administration's

▶ DOL Solicitors & OMB working out final details as of Friday

▶ RSA/ETA co-sponsored a forum to solicit public input

▶ ODEP & DDWP made specific recommendations: most accepted